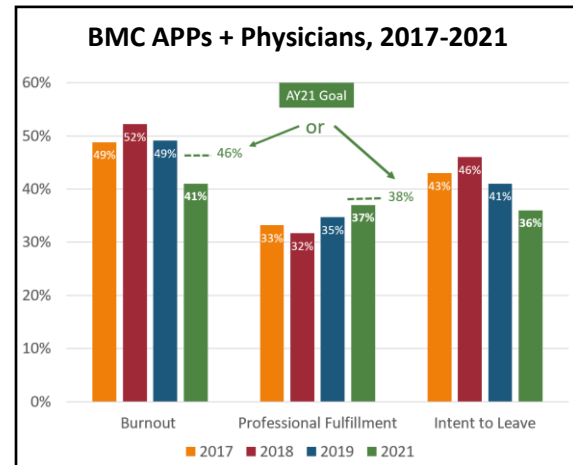


August 10, 2021

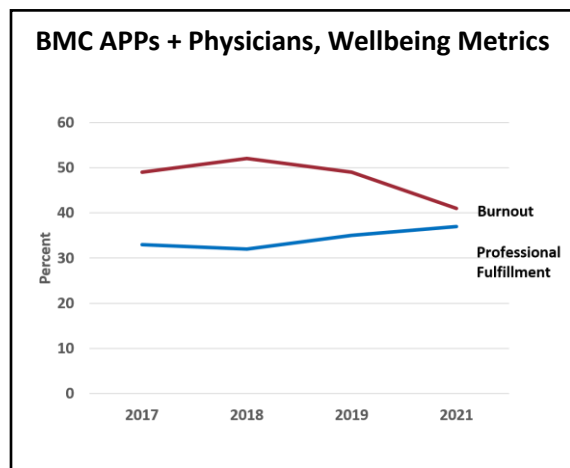
Dear Colleagues,

We want to share our gratitude to all of you who offered feedback this spring in the 4th annual Clinician Vitality Survey. Thanks to you, we had a **71% overall response rate** and in most Departments at least half of their members weighed in.

We are now sharing our initial high-level survey results and next steps. Overall, results show some slow and steady improvement in both engagement and wellbeing for BMC clinicians over the last three years, with an 8% improvement in burnout despite the difficult events of the last year.



To continue this trend, we need to understand more about what things may be going well and where more attention is needed. To that end, we will 1) analyze our findings more fully by race, gender, clinician type, and work unit and 2) share aggregate and Department-level results with leaders of each Department. This will include providing guidance on how leadership can share the data with you directly and how to develop a Departmental action plan focused on the things that most matter to you.



We look forward to your continued collaboration in advancing our shared goal: for all clinicians to experience professional vitality and wellness to their fullest potential. Over the coming months, this survey data will help to guide initiatives on both a local and an organizational level. Success is only possible through continued partnership with you, your Departmental leaders, BUSM and BMC.

In partnership and gratitude,

Susannah Rowe  
Chair, Wellness and Professional Vitality Advisory Council  
Associate Chief Medical Officer of Wellness and Professional Vitality

Aviva Lee-Parritz  
Director, Office of Equity, Vitality, and Inclusion